

Contract no 038

NEW JERSEY
FIREMEN'S ASSOCIATION

LOCAL 219

A G R E E M E N T

between

TOWNSHIP OF BLOOMFIELD

ESSEX COUNTY, NEW JERSEY

and

NEW JERSEY STATE FIREMEN'S MUTUAL
BENEVOLENT ASSOCIATION, INC., LOCAL 219
(FIRE CAPTAINS)

January 1, 1990 through December 31, 1992

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PREAMBLE

This Agreement is entered into this *2nd* day of *April* 1991 by and between THE TOWNSHIP OF BLOOMFIELD, in the County of Essex, New Jersey, a municipal corporation of the State of New Jersey (hereinafter called the Township or the Employer), and NEW JERSEY STATE FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, INC., LOCAL NO. 219 (FIRE CAPTAINS) (hereinafter called the Association) is designed to maintain and promote a harmonious relationship between the parties.

ARTICLE I
RECOGNITION

The Township hereby recognizes the Association as the exclusive representative for Collective Negotiations for all Fire Lieutenants, Fire Captains and Fire Official/Fire Protection Sub-Code Official of the Fire Department of the Township of Bloomfield, within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1.1 et seq.

ARTICLE II
MANAGEMENT RIGHTS

A. The Employer hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey, and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the Executive Management and Administrative control of the Government and its properties and facilities and the assignments of its Employees;

2. To hire all Employees and, subject to the provisions of law, to determine their qualification and conditions for continued employment or assignment and to promote and transfer Employees;

3. To take any disciplinary action permitted by law for good and just cause.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the terms of this Agreement and by the Constitution and Laws of New Jersey and of the United States.

ARTICLE III
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.

2. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Department.

B. Definition

The term "grievance" as used herein means any complaint or controversy arising over the interpretation, application or alleged violation of the terms and conditions of the Agreement and may be raised by an individual, the Association on behalf of an individual employee or group of employees, or the Township.

C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual consent:

Step One:

(a) An aggrieved employee, the Association on behalf of an aggrieved employee or employees, or the Township, shall institute action under the provisions hereof within seven (7) working days of the occurrence of the grievance, and an earnest

GRIEVANCE PROCEDURE (Continued)

effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor, for the purpose of resolving the matter informally. Failure to act within said seven (7) working days shall be deemed to constitute an abandonment of the grievance.

(b) The supervisor shall render a decision within five (5) calendar days after receipt of the grievance.

Step Two:

(a) In the event the grievance has not been resolved in or at Step One, the employee or the Association shall, in writing and signed, file the grievance with the Chief of the Fire Department, within three (3) calendar days following the determination at Step One.

(b) The Chief of the Fire Department shall render a decision, in writing, within five (5) calendar days from the receipt of the grievance. However, in the event the Chief of the Fire Department is on leave, off duty, or out of town, the five (5) calendar days time limit shall not begin running until the Chief of the Fire Department has returned.

Step Three:

(a) In the event the grievance has not been resolved in or at Step Two, the employee or the Association may appeal, in writing, the Chief of the Fire Department's determination to the Township Administrator within five (5) calendar days following the determination at Step Two.

GRIEVANCE PROCEDURE (Continued)

(b) The Township Administrator shall render a determination, in writing, within ten (10) calendar days from receipt of the Appeal. However, in the event the Township Administrator is on leave, off duty, or out of town, the Township Administrator shall render a determination, in writing, within twenty (20) calendar days from receipt of Appeal.

Step Four:

(a) In the event the grievance has not been resolved in or at Step Three, the employee or the Association may appeal, in writing, the Township Administrator's determination to the Mayor and Township Council within five (5) calendar days following the determination at Step Three.

(b) The Mayor and Township Council shall render a determination, in writing, within fifteen (15) calendar days from receipt of the Appeal.

Step Five:

(a) In the event the grievance has not been resolved in or at Step Four, the matter may be referred to arbitration as hereinafter provided.

(b) In the event that the Township or the Association desires to submit a grievance to arbitration, the following procedure shall be followed:

1) The party demanding arbitration shall serve written notice of its intention to arbitrate on the other party(ies) within ten (10) calendar days following receipt of the Mayor and Council's determination.

GRIEVANCE PROCEDURE (Continued)

2) The party demanding arbitration shall request the New Jersey State Board of Mediation or the New Jersey Public Employment Relations Commission to appoint an arbitrator. The selection of the arbitrator shall be conducted in accordance with the Rules and Regulations of the New Jersey State Board of Mediation or the New Jersey Public Employment Relations Commission.

3) The costs of the services of the arbitrator shall be borne equally by the Township and the Association.

4) The decision of the arbitrator shall be in writing and shall include the reasons for such decision.

5) The decision of the arbitrator shall be final and binding upon the Township and the Association.

D. A failure to respond at any Step in this procedure by the Township or its agents shall be deemed to be a negative response and, upon the termination of the applicable time limits, the grievant may proceed to the next Step.

E. Time limits may be extended by the parties by mutual written agreement.

F. The Township reserves the right to file, in writing, a grievance on its behalf with the President of the Association who shall conduct a conference with representatives of the Township within ten (10) calendar days of filing of the grievance. In the event no adjustment has been satisfactorily made within ten (10) calendar days after such meeting, either party may file within ten (10) calendar days for final and binding arbitration in accordance with this Article.

GRIEVANCE PROCEDURE (Continued)

G. In the event the aggrieved elects to pursue remedies available through Civil Service, the aggrieved shall cancel the request for arbitration and the matter shall be withdrawn from this procedure. It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) calendar days after the decision rendered by the Mayor and Council on the grievance. In the event the grievant pursues his remedies through Civil Service, the arbitration hearing, if any, shall be canceled and the filing fees and expenses incurred thereby shall be paid by the party or parties canceling same.

ARTICLE IV
ASSOCIATION REPRESENTATIVES

A. There shall be three (3) members of the Association negotiating committee who shall serve without pay when such meetings take place at a time when such members are not scheduled to be on duty. A maximum of three (3) members will be granted leave from duty without loss of regular pay for all meetings between the Township and the Association for the purpose of negotiating the terms of an agreement, when such meetings are at a time when such members are scheduled to be on duty and upon twenty-four (24) hours notice to the Chief.

B. The Association may designate a maximum of two (2) members for the purpose of processing grievances. Only one (1) may be granted leave from duty without loss of regular pay for time devoted to meetings between the Township and the Association for the purpose of processing grievances, when such meetings take place at a time during which said member is scheduled to be on duty and upon twenty-four (24) hours notice to the Chief. The Township shall be notified annually as to the Association's selection of said grievance representative.

C. The President or Vice President, and Secretary-Treasurer of the Association shall be granted leave from duty without loss of regular pay for all local membership meetings when such meetings take place when said individuals are on duty. It is the intention of this section that the aforementioned individuals will be granted leave from duty without loss of regular pay provided, in the sole discretion of the Chief, that there are sufficient men now available for the needs of the Department.

ASSOCIATION REPRESENTATIVES (Continued)

D. Upon prior approval of the Chief of the Fire Department, the Association, where reasonable and warranted, may use the Township's Firehouses for Association business.

E. A duly accredited representative of the State F.M.B.A. may enter the Township facilities or premises at reasonable hours for the purpose of observing working conditions or assisting in the adjustment of grievances provided that there is no interference with the operations of the Department and further provided that permission has been secured in advance from the Chief or his designee.

F. The Township agrees to grant time off, without any loss of regular pay, for four (4) elected convention delegates to attend the annual F.M.B.A. Convention, pursuant to N.J.S.A.

11:26C-4. The Association shall notify the Chief of the Department as to the names of said four (4) delegates no later than sixty (60) days prior to said Convention.

G. The Executive Delegate shall be granted leave from duty without loss of pay for all membership meetings of the State F.M.B.A., if such meetings take place at a time when such officers are scheduled to be on duty, provided that they give reasonable notice to the Chief of the Department. He will return to duty after the meeting is concluded.

ASSOCIATION REPRESENTATIVES (Continued)

H. Either the President, or Vice President, or Secretary/Treasurer, or Executive Delegate of the Association shall be granted leave from duty without loss of regular pay for all local membership meetings when such meetings take place when said individuals are on duty. It is the intention of this Section that one of the aforementioned individuals will be granted leave from duty without loss of regular pay provided in the sole discretion of the Chief that there are sufficient men now available for the needs of the Department.

ARTICLE V
DEDUCTIONS FROM SALARY

A. The Employer agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Association. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S. 52:14-15.9(e)), as amended. Said monies together with records of any corrections shall be transmitted to the Association Treasurer within three (3) working days from the payroll period ending date of each bi-weekly payroll period.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish to the Employer written notice thirty (30) days prior to the effective date of such change and shall furnish new authorizations from its members showing the authorized deduction for each employee.

C. The Association will provide the necessary "check-off authorization" form and deliver the signed forms to the appropriate offices. The Association shall indemnify, defend and save the Employer harmless against and any all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer in reliance upon salary deduction authorization cards submitted by the Association to the Employer.

ARTICLE VI
NO-STRIKE PLEDGE

A. The Association covenants and agrees that during the terms of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike, concerted failure to report for duty, work stoppage, walkout or other interference with normal work procedures against the Employer. The Association agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike or walkout, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement may be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of either the Grievance Procedure contained in Article III, or applicable law, 40A:14-19 et seq.

C. The Association will actively discourage and will take all affirmative steps which are necessary to prevent or terminate any strike, work stoppage, walkout or other deliberate interference with normal work procedures against the Employer.

D. Nothing contained in this Agreement shall be construed to limit or restrict the Employer in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction, or damages, or both, in the event of such breach by the Association or its members.

ARTICLE VII
HOURS OF WORK AND OVERTIME

A. The work week shall consist of forty-two (42) hours, averaged over eight (8) weeks as follows:

First week	-	forty-eight (48)
Second week	-	forty-eight (48)
Third week	-	forty-eight (48)
Fourth week	-	thirty-four (34)
Fifth week	-	thirty-four (34)
Sixth week	-	forty-eight (48)
Seventh week	-	thirty-eight (38)
Eighth week	-	thirty-eight (38)

B. The day tour shall consist of ten (10) consecutive hours starting at 8:00 A.M. and ending at 6:00 P.M.

C. The night tour shall consist of fourteen (14) consecutive hours starting at 6:00 P.M. and ending at 8:00 A.M. the following morning.

D. The employee on the day tour Sunday and Monday shall be off Tuesday and report for the night tour Wednesday and Thursday. He shall report back for the next day tour on the following Monday and Tuesday, etc.

E. No overtime shall be granted unless said individual works in excess of thirty (30) minutes beyond the regularly scheduled tour of duty. Those who work more than said thirty (30) minutes, but less than one (1) hour, shall be guaranteed one (1) hour at time and one-half (1 1/2) the regular straight time rate. Work in excess of one (1) hour shall be paid for in one-half (1/2) hour increments, at the time and one-half (1 1/2) rate.

HOURS OF WORK AND OVERTIME (Continued)

F. In the event that an employee is recalled to duty for any other reason than a multiple alarm fire, the employee will be entitled to a minimum of four (4) hours work at overtime pay computed at time and one-half the regular straight time rate.

G. In the event an employee is recalled to duty for a multiple alarm fire, the employee will be entitled to a compensatory day off.

H. With the exception of recall to duty for a multiple alarm fire (Section G), hours worked in excess of those regularly scheduled as provided in Sections B,C,E, and F above, shall be deemed overtime provided such work has been authorized, and shall be compensated at one and one-half (1 1/2) times the regular rate of pay. In the computation of an employee's regular hourly rate of pay, an employee's base annual salary plus longevity shall be divided by two thousand one hundred eighty-four (2,184) hours.

The present methods utilized in computation of overtime for those eligible shall be maintained as stated in a certain ordinance entitled, "An Ordinance Establishing An Overtime Pay Program for the Officers and Members of the Police and Fire Departments of the Township of Bloomfield, adopted October 21, 1968, Volume 11 of Township Ordinances, pages 112, etc.

I. Payment for overtime hours worked shall be made as follows: for overtime worked from January 1 through and including June 30th, payment shall be made in July. For overtime worked from July 1 through and including November 15th, payment shall be made in December. For overtime worked from November 16th through and including December 31st, payment shall be made in January.

HOURS OF WORK AND OVERTIME (Continued)

Overtime shall be paid at the rate of pay in effect on the date that overtime is worked.

J. A seniority list will be placed in headquarters and a copy will be made available to the President of the Association.

ARTICLE VIII

VACATION LEAVE

A. Employees shall receive vacation, with pay, according to the following schedule:

In the 1st calendar year of service, an employee earns one (1) working day each month or major fraction thereof of service and may take NO days vacation.

In the 2nd calendar year of service, an employee earns thirteen (13) working days per year of service and may take the number of days earned in the 1st calendar year of service as vacation.

In the 3rd calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 4th calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 5th calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 6th calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 7th calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 8th calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 9th calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 10th calendar year of service, an employee earns thirteen (13) working days per year of service and may take THIRTEEN (13) days vacation.

In the 11th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 12th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

VACATION LEAVE (Continued)

In the 13th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 14th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 15th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 16th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 17th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 18th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 19th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 20th calendar year of service, an employee earns nineteen (19) working days per year of service and may take NINETEEN (19) days vacation.

In the 21st calendar year of service, an employee earns twenty-one (21) working days per year of service and may take TWENTY-ONE (21) days vacation.

In the years thereafter, an employee earns twenty-one (21) working days per year of service and may take TWENTY-ONE (21) days vacation.

Beginning in 1989, members of the bargaining unit will be paid for denied vacation not to exceed three (3) days under the following conditions: If the allotted day(s) for vacation permitted per tour are not being used and a member requests permission to use the unused slot and is denied, then the employee may select to be paid for the day instead of retaining the day for future use. Payment for such denied vacation will be made at the same time as that for holiday pay.

VACATION LEAVE (Continued)

A.1. Effective January 1, 1991, the number of vacation days earned will be increased by one (1) day, so that all employees covered by this Agreement will receive one (1) additional vacation day in addition to those listed in the above schedule.

A.2. Effective January 1, 1992, the number of vacation days earned will be increased by one (1) day, so that all employees covered by this Agreement will receive one (1) additional vacation day in addition to the those listed in the above schedule and A.1.

B. The total years of service after permanent appointment of each employee in the classified Department of Personnel shall be considered in determining annual vacation leave provided under the above schedule.

C.1. Vacation leave shall be taken during the calendar year following the year in which vacation leave is earned at such time as permitted or directed by the Chief unless the Chief determines and certifies that it cannot be taken because of pressure of work.

C.2. Annual vacation leave may be carried forward to the next succeeding calendar year only in the event the employee's leave cannot be granted or the leave taken because of the business needs of the Township, or in the event that such employee requests permission for personal reasons to carry the leave forward and such permission is approved by the Township.

C.3. In the event an employee is injured or becomes ill immediately prior to his vacation, he shall not suffer any penalty and his vacation shall be rescheduled.

ARTICLE IX
HOLIDAY PAY

A. Every employee shall be granted fourteen (14) holidays, with pay, in lieu of time off, for the following holidays:

- (1) New Year's Day
- (2) Lincoln's Birthday
- (3) Washington's Birthday
- (4) Good Friday
- (5) Memorial Day
- (6) Independence Day
- (7) Labor Day
- (8) Columbus Day
- (9) General Election Day
- (10) Veterans' Day
- (11) Thanksgiving Day
- (12) Friday after Thanksgiving
- (13) Christmas Day
- (14) Martin Luther King, Jr. Day

The Township shall pay Holiday pay to all Fire Department and Fire Prevention staff personnel who are not assigned to work regular Fire Department shifts, but, rather are assigned to work administrative shifts and receive all municipal holidays.

The Township shall grant these fourteen (14) holidays with pay regardless of whether the Fire Officers are assigned to duty or work on any of such fourteen (14) holidays.

B. Holiday pay shall be computed by multiplying the regular hourly pay by ten (10) hours for each holiday.

C. Holiday pay shall be paid with the first pay in December only for the number of holidays heretofore recited in Section A, which holidays fall within the period commencing January 1, or a later commencement date and terminating on December 31.

HOLIDAY PAY (Continued)

D. Employees who are terminated by reason of death or retirement during the calendar year shall be paid only for the number of holidays heretofore recited in Section A, which holidays fall prior to the date of termination..

Employees who shall be terminated for any other reason than death or retirement during the calendar year shall not be paid for holidays.

E. Holiday pay shall not be considered together with regular pay for pension purposes.

F. Holiday pay shall be paid notwithstanding the fact that a Fire Officer or member is receiving the maximum salary provided in the regular salary ordinance.

ARTICLE X

SICK LEAVE

A. Sick leave will be granted in accordance with the New Jersey Department of Personnel rules and regulations.

B. In the event an employee's illness causes his absence from work for a period greater than three (3) consecutive work days, or totalling more than ten (10) accumulated days in any one calendar year, a physician's certificate secured at the employee's expense shall be required by the Township.

C. Three (3) sick leave days aggregate shall be granted in a calendar year for sickness in the immediate family. If absent for sickness in the family for three (3) consecutive work days, a letter from said family member's attending physician shall be required of the employee, stating the employee's need to be at home. Immediate family is defined as mother, father, wife, husband, son or daughter.

D. Employees who retire after twenty-five (25) years of continuous service with the Township of Bloomfield which service may include the purchase of military service time in accordance with Chapter 391, P.L. 1983, N.J.S.A. 43:16A-11.7 et seq., or employees retired on a disability pension approved as such by the New Jersey Division of Pensions, will be paid at current salary figures of one (1) day's pay for every three (3) days of accrued sick leave, without limitation on the number of accrued sick

SICK LEAVE (Continued)

leave days, and an additional one (1) day's pay for every four (4) days of accrued sick leave in excess of two hundred (200) days.

E. An employee who dies while still an active member of the Fire Department will have paid to his estate the following benefit at current salary figures: one (1) day's pay for every three (3) days of accrued sick leave, without limitation on the number of accrued sick leave days.

F. Town shall offer optional buyback of up to five (5) days sick time a year for those who have accumulated at least twenty-seven (27) days and have not used any sick time during the year with option dropping by one (1) day for each sick day used.

ARTICLE XI

HEALTH, DENTAL AND PRESCRIPTION DRUGS

A. The provisions of the existing State Health Benefits Program shall be maintained during the life of this Agreement.

The Association agrees to accept if and when the Township chooses a change from the present State Health Benefits Program to some other Self-funded or other health benefits program as long as the benefits are the same.

B. In accordance with Chapter 88, P.L. 1974, N.J.S.A. 52:14-17.38, the Township agrees to pay the premium charges for certain eligible pensioners and their dependents covered under the State Health Benefits Program, but not including survivors, if such employees retired on a benefit based on twenty-five (25) years or more of service credited in the retirement system, but including employees who retired on disability pensions based on fewer years of service credited in such retirement system.

C. In the event that a statute is enacted during the term of the contract, which statute provides for retirement based on twenty (20) years or more rather than twenty-five (25) years or more of service, then the Township shall provide the State Health Benefits Program benefit to retired employees on the basis of twenty (20) years or more of service.

D. The Employer agrees to provide dental insurance coverage. Said cost to the Employer of such coverage for each employee shall be a maximum average cost of \$400.00 per employee. If costs go up on expiration of contract with Dental Insurance carrier, Township will pay the increase. The coverage will be for family, husband/wife, single, or employee/child, depending upon the employee's status.

E.1. Effective January 1, 1991 employees agree to use the Major Medical Plan for Prescription Reimbursement. The Township shall reimburse Fire Officers for all prescription drugs immediately after a receipt is submitted for payment and a Major Medical application is signed. Coverage will be for family, husband/wife, single or employee/child depending on employee's status. Employees are to sign over to Township any reimbursements received from Major Medical Carrier as soon as they are received.

2. If the Township fails to fulfill its obligations under Paragraph E during the term of this agreement then the prescription plan in effect as of December 31, 1989 shall be reinstated. The Township also agrees to reimburse Fire Officers for all prescription drugs in accordance with Paragraph E(1) which are purchased during any waiting period until the plan is reinstated.

3. In the event this provision, in whole or in part, is determined to be invalid, the Township shall implement the same prescription drug plan which was in effect on December 31, 1989.

4. When Fire Officers present the receipt for reimbursement, they will be given the Major Medical application to complete and sign.

5. The Fire Officer shall complete the application and seal the application and prescription form in the envelope in order to preserve the confidentiality of the prescription forms.

6. The Township agrees that it will not insist on seeing the prescription form as a condition of reimbursement.

7. The Township will reimburse the Fire Officer in accordance with Article XI (E) (1), upon presentation of the receipt and completion of the steps in Paragraph 5.

ARTICLE XII

PAY FOR WORK IN HIGHER RANK

A. Those employees assigned by the Chief of the Fire Department to perform the duties of a higher rank, shall be paid at the effective rate of pay for the first year of service for that rank, retroactive to the assignment to that rank.

B. Payment for working in higher rank shall be made within thirty (30) days following the month in which the work in higher rank was performed.

ARTICLE XII
CLOTHING ALLOWANCE

A. The Township shall provide an annual clothing allowance for the year in the sum total of Five Hundred Twenty-Five (\$525.00) Dollars to all employees, except the Mechanic and Fire Official/Fire Protection Sub-Code Official, payable by March 1 following year allowance earned.

B. The Township shall provide an annual clothing allowance for the year in the sum total of Six Hundred Fifty (\$650.00) Dollars to the Mechanic and Fire Official/Fire Protection Sub-Code Official payable by March 1 following year allowance earned.

C. The clothing allowance shall be paid to employees who are employed by the Township on January 1st of the given year and have been employed for twelve (12) months continuously prior to that date.

CLOTHING ALLOWANCE (Continued)

D. The clothing allowance shall be prorated for employees who are employed by the Township for a portion of the preceding year according to the following formula:

1. Upon completion of three (3) months' service - 25% clothing allowance.
2. Upon completion of six (6) months' service - 50% clothing allowance.
3. Upon completion of nine (9) months' service - 75% clothing allowance.

E. The clothing allowance shall be prorated for employees who retire by payment for the portion of the year in which they retire according to the following formula:

1. Upon completion of three (3) months' service - 25% clothing allowance.
2. Upon completion of six (6) months' service - 50% clothing allowance.
3. Upon completion of nine (9) months' service - 75% clothing allowance.

ARTICLE XIV
PROTECTIVE GEAR/TOXIC WASTE

A. The Township shall provide the following protective gear:

1. Helmet
2. Turnout Coat
3. Boots
4. Gloves

B.1. Effective January 1, 1990 each bargaining unit member shall receive \$330.00 for Continuing Education allowance. This will be paid on March 1, 1991.

B.2. Effective January 1, 1991 the Continuing Education allowance will be increased to \$340.00. This will be paid on March 1, 1992.

B.3. Effective January 1, 1992 the Continuing Education allowance will be increased to \$350.00. This will be paid on March 1, 1993.

C. Beginning in 1992 a \$200.00 incentive payment will be made to a member of the bargaining unit who receives a fire-related degree BA/MA from an accredited college or university. One half to be paid in July and remainder in December.

ARTICLE XV
MATERNITY LEAVE

Each employee shall be granted two (2) working days leave, without loss of regular pay, for the birth of the employee's child.

ARTICLE XVI

BULLETIN BOARDS

A bulletin board, designated by the Fire Chief, shall be made available by the Township for the use of the Association for the purpose of posting Association announcements and other information not of an inflammatory or derogatory nature. The Township may have removed from the bulletin board any material which does not conform with the intent of the above provision of this Article.

ARTICLE XVII
RETENTION OF BENEFITS

Except as modified by this Agreement, all provisions of Municipal Ordinances applicable to employees covered under this Agreement shall remain in full force and effect during the term of this Agreement.

ARTICLE XVIII

PERSONAL LEAVE

A. Employees covered under this Agreement shall be entitled to one (1) personal leave day annually, without loss of regular pay, in addition to any other time off provided for in this Agreement. Requests for personal day leave shall be submitted, in writing, to the Fire Chief at least forty-eight (48) hours prior to the day requested. The Township reserves the right to deny requests for personal days if the Fire Chief, in his sole discretion, determines and certifies that it cannot be taken because of pressure of work or other emergency situation.

B. Personal leave day shall not accumulate to the credit of the individual employee from year to year and if not taken during the calendar year, shall be lost.

C. In the event an employee is unable to take a personal leave day in the calendar year because of pressure of work or other emergency situation in accordance with Paragraph A of this Article, such personal leave day shall be granted and taken immediately following such time of pressure of work or other emergency situation.

D. Effective January 1, 1991, personal leave will be increased from one (1) to two (2) days.

Effective January 1, 1992, personal leave will be increased from two (2) to three (3) days.

ARTICLE XIX

DEATH IN FAMILY LEAVE

A. Leave of absence of up to four (4) working days, without loss of regular pay, shall be granted to each employee upon the death of a member of his immediate family. Immediate family is defined as: mother, father, sister, brother, son, daughter, husband, wife, grandparents, step-children, stepparents, mother-in-law or father-in-law, brother-in-law, sister-in-law or such relative of either employee or spouse who may be residing in their household.

B. One (1) day's leave, without loss of regular pay, may be granted by the Chief upon the death of other relatives.

ARTICLE XX

RETIREMENT

Employees shall retain all pension rights under New Jersey Law.

ARTICLE XXI

SALARIES

The salary for all employees covered by this Agreement is set forth in Schedule A attached hereto and incorporated as part hereof.

ARTICLE XXII

LONGEVITY

A. A longevity program based upon the employee's length of service with the Township of Bloomfield from the date of original appointment, provided there is uninterrupted service, shall be provided upon the following basis:

After five (5) years of service	- 2%
After ten (10) years of service	- 4%
After fifteen (15) years of service	- 6%
After twenty (20) years of service	- 8%
After twenty-four (24) years of service	- 10%

B. The longevity credit shall be automatic and shall be paid upon completion of the prescribed years of service.

C. There shall be no longevity service credit for the period an employee is on leave of absence without pay.

D. Longevity pay shall be considered as together with base pay for pension purposes.

E. Longevity pay shall be paid with each earned bi-weekly salary check during the calendar year at the percentage of the employee's regular permanent salary.

F. Any interruption of service due to a cause beyond the control of the employee such as military service, injury in line of duty, sick leave, or other approved official leave of absence, with pay, shall be considered as service for the

LONGEVITY (Continued)

Township of Bloomfield for the purpose of determining the completion of said accumulated years of service with the Township of Bloomfield.

G. Longevity pay shall be paid notwithstanding the fact that an employee of the Township is receiving the maximum salary provided in the regular salary ordinance.

H. The anniversary date of employment for purposes of this Article shall be the employee's date of hire.

ARTICLE XXIII

AGENCY SHOP

A. The Township shall deduct the fair share fee from the earnings of those employees who are not members of the Association and shall transmit the fee to the majority representative.

B. The deduction shall commence for each employee who is not a member of the Association during the month following written notice from the Association of the amount of the fair share assessment. A copy of the written notice of the amount of the fair share assessment must also be furnished by the Association to the New Jersey Public Employment Relations Commission.

C. The fair share fee for services rendered by the Association shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Association, less the cost of benefits financed through the dues and available only to members of the Association, but in no event shall the fee exceed 85 percent of the regular membership dues, fees and assessments.

D. The sum representing the fair share fee shall not reflect the costs of financial support of political causes of candidates, except to the extent that it is necessary for the Association to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and to secure the employees it represents advances in wages, hours, and other conditions of employment which ordinarily cannot be secured through collective negotiations with the Township.

AGENCY SHOP (Continued)

E. The Association shall establish and maintain a procedure whereby any individual paying the agency fee can challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the Township or require the Township to take any action other than to hold the fee in escrow pending resolution of the appeal.

F. The Association shall indemnify, defend, and save the Township harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Association to the Township, or in reliance upon the notification from the Association advising of such changed deduction.

TERM AND RENEWAL

WHEREAS, the Parties have hereunto set their hands and seals this 2nd day of April, 1991 .

BY: Joseph M. Blue
Attest: Frank Brown
Michael R. Gurneough

By: Im V. Repina
Attest: _____

SCHEDULE A
SALARIES

A. Effective January 1, 1990, the following salaries shall be fixed and paid as follows:

<u>Fire Lieutenant</u>	\$40,955
<u>Fire Captain</u>	\$46,688
<u>Fire Official/Fire Protection</u> <u>Subcode Official</u>	\$49,978

B. Effective January 1, 1991, the following salaries shall be fixed and paid as follows:

<u>Fire Lieutenant</u>	\$43,412
<u>Fire Captain</u>	\$49,489
<u>Fire Official/Fire Protection</u> <u>Subcode Official</u>	\$52,977

C. Effective January 1, 1992, the following salaries shall be fixed and paid as follows:

<u>Fire Lieutenant</u>	\$46,017
<u>Fire Captain</u>	\$52,458
<u>Fire Official/Fire Protection</u> <u>Subcode Official</u>	\$56,155

D. Association members of the Fire Department shall receive credit for prior creditable service in their respective positions and office in such department so that existing years of creditable service in their respective position and office in the department shall determine the annual salaries of such officers and members in the department. The annual salary according to years of creditable service shall be determined and shall become effective on the first bi-weekly pay period in which the respective annual anniversary dates fall.

SCHEDULE A - SALARIES (Continued)

E. Association members of the Fire Department of the Township of Bloomfield terminating their services with the Township shall be paid one-twelfth (1/12) of their annual salary for each complete month employed by the Township. Association members of the Fire Department working a part of a month shall be paid for the actual days worked in the final month of employment to be calculated by the rate of one-tenth (1/10th) of the bi-weekly salary multiplied by the actual number of days worked in the final month of employment.